



## Residential Opportunities, Inc. – Employment Opportunity

### Clinical Director of Autism Services

January 19, 2022

**Position Title:** Clinical Director of Autism Services

**Supervisor:** Executive Director of Autism Services

**Supervises:** Outpatient Clinical Team Supervisor, Outpatient Behavior Analysts, Part Time Behavior Analysts, Intensive Treatment Behavior Analysts, Licensed Settings Clinical Supervisor, and Educational Permanency Specialists

**Status:** Exempt, full-time

**Wage:** \$90,000 yearly, adjusted for experience

**Number of Openings:** 1

Our Clinical Director of Autism Services provides and oversees the delivery of assessments, intake and therapy services to children, adolescents, and adults with autism and developmental disabilities served by the Great Lakes Center for Autism Treatment and Research. You will implement responsibilities and other actions in accordance with [ROI's Core Values and Vision and Mission Statements](#) and perform all duties in accordance with overall program goals, agency policies and procedures and all applicable State, Federal and local laws and/or regulations.

**At ROI, we are always looking for caring, compassionate and talented individuals to join our team.**

The Great Lakes Center for Autism Treatment and Research (GLC) provides evidence-based, state-of-the-art applied behavior analysis services for children and adolescents with a diagnosis of Autism Spectrum Disorder. In our programs, caring professionals will help children achieve their personal best because we know the true measure of our success is the children's success. GLC opened in 2012 and is a program of [Residential Opportunities, Inc.](#) (ROI), a leading non-profit mental health organization in Southwest Michigan.

**Our mission** is to partner with individuals and families affected by autism to improve their quality of life through effective and efficient diagnosis, assessment, and behaviorally-based treatment. **Our vision** is to be a model program for providing state-of-the-art autism treatment in the Great Lakes region.





## ESSENTIAL DUTIES:

- Clinically review intake packets for all programs and make recommendations to the Executive Director of Autism Services to ensure appropriate services for referrals.
- Assist in the preparation and presentation of research data related to program outcomes.
- Act as program liaison with collateral agencies, service/support teams, and families of persons served by GLC with respect to intake/assessment planning, implementation of treatment plans, peer review, case conferences, discharge/transition planning, and other consultations within the clinical team.
- As needed, participate in service/support/treatment meetings.
- Develop, implement, monitor and revise overall treatment through directly supervising BCBAs, BCBA candidates, and Education Permanency Specialists.
- Oversee and direct the delegation of caseload assignments to BCBAs.
- Provide training needed to ensure quality programming and treatment, using principles of Applied Behavior Analysis and evidence-based best practices. Supervise and train GLC staff, pre- and post-doctoral fellows, and practicum students.
- Participate in and conduct in-service training provided by ROI and/or other organizations as is necessary for job skill enhancement or agency enhancement.
- Participate in on-call rotation and responsibilities for the GLC licensed settings programs.
- Conduct and assist with the hiring, directing, and evaluation of clinical services and contract staff for Intensive Treatment, Step-Down, and other GLC licensed settings programs. Evaluate effectiveness of positions as needed.
- Provide consultation services to and develop and administer individualized behavioral assessments and behavioral treatment programs for individuals who exhibit complex behavior disorders. Provide external consultations as assigned by the Executive Director.
- Provide input to the Executive Director of Autism Services and/or CFO in developing and monitoring delegated program budgets; assist in ensuring clinical programs operate within budget.
- Oversee the implementation of the relevant quality enhancement, strategic plan, outcomes plan, and program goals of the greater agency.
- Supervise and monitor program outcomes in an effort to maximize effectiveness of fiscal, HR, and program systems.
- Maintain positive working relationships between all collaborative/collateral organizations and the clinical team. Facilitate teamwork between all team members via open communication, responsibility sharing, and a cooperative attitude.
- Assist in the marketing and promotion of services offered by GLC; delegate tasks related to marketing and promotion as needed.
- Promote a positive image of ROI/Great Lakes and maintain general upkeep of the workplace and equipment to ROI standards.
- Implement ROI's Personnel Policies and Procedures.





- Adhere to the Professional and Ethical Compliance Code of the Behavior Analysis Certification Board.
- Work to ensure ROI's commitment to being an anti-racist organization is actualized within the scope of role and in the programs
- Comply with all laws and regulations reporting suspected abuse and neglect of vulnerable persons and investigate allegations of rights violations
- Maintain the confidentiality of all restricted information, data and reports.

#### **NON-ESSENTIAL DUTIES:**

- Act as liaison to assigned committees of ROI's Board of Directors.
- Provide input to and participate with relevant advocacy initiatives as directed by the Executive Director of Autism Services and/or CEO.
- Attend work-related obligations throughout the community and provide own transportation to work-related events.

#### **REQUIREMENTS:**

- Master's Degree in Psychology, Special Education, or allied discipline which includes graduate-level coursework in basic principles of behavior, applied behavior analysis, and research methodology.
- Board Certification as Behavior Analyst.
- Licensed in the state of Michigan or eligible for licensure.
- Approved driver status as determined by ROI.

#### **QUALIFICATIONS:**

- Minimum 3 years of clinical experience conducting assessments and implementing evidence-based procedures and treatment for individuals with developmental disabilities, including individuals with challenging behaviors.
- Possess the analytical skills necessary to develop, implement, and measure clinical assessment and treatment programs.
- Excellent organizational, communication, presentation, and problem-solving skills.
- Interpersonal skills necessary to communicate effectively with GLC staff, clients, interdisciplinary team members, and families of persons served.
- Demonstrated adherence to systems-based practices and protocols.
- Developed supervisory and mentoring skills.
- Ability to lead group activities as well as work on a one-on-one basis with individual clients.
- Ability to identify changes in client clinical conditions and adjust activities accordingly.
- Attention to detail when administering treatments, observing clinical behaviors and recording notes.
- Hired individual will commit to complete crisis intervention training and perform those tasks as needed.

**PREFERRED:** Relevant experience in residential programs.





## **BENEFITS:**

- Paid Vacation
- Paid Sick Time
- 2% Annual Pay Increase
- Medical/Dental/Vision/Disability Insurance Availability
- Company paid Life Insurance
- Flexible Spending Account
- Retirement Plan available with 3% Employer Match after 2 years
- Tuition Reimbursement Program
- Employee Assistance Program

Apply online at: <https://www.residentialopportunities.org/join-our-team/employment-opportunities>

## **COVID-19 Considerations:**

ROI is covered under the MDHHS healthcare regulations. In an effort to keep us all safe, throughout the organization we are practicing social distancing to the extent possible (while continuing to provide necessary personal care), wearing masks, increasing surface cleaning and keeping ourselves apprised of Federal and State orders and recommendations. All visitors and staff will participate in a health screening prior to visitation/shift. All visitors and staff will wear proper fitting, surgical, KN-95 or N-95 masks at all times. We continue to be amazed and appreciative of the support from our community for ROI and those we support.

*Equal Employment Opportunity has been, and will continue to be, a fundamental principle at ROI, where employment is based upon personal capabilities and qualifications without discrimination based on any protected class status.*

